Historical Analysis of Collective Agreements, 1975-76 to 1981-82

September, 1982

TEACHER/BOARD COLLECTIVE AGREEMENTS: HISTORICAL ANALYSIS OF COLLECTIVE AGREEMENTS, 1975-76 TO 1981-82

This monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the *School Boards and Teachers Collective Negotiations Act*.

The purpose of this publication is:

> to provide current and accurate information extracted from written collective agreements in a neutral capacity, to assist the parties during various stages of the negotiation process.

The contents of this monograph are based on collective agreements for the agreement years 1975-76 to and including 1981-82.

"Teacher/Board Collective Agreements: Historical Analysis of Collective Agreements, 1975-76 to 1981-82" is made available on a request basis to the parties and others expressing an interest.

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TABLE OF CONTENTS

Introduction 1

Table

1.1 Term of Agreements, 1975-1982

Certification 6

Table

2.1 Method of Determining Category Placement of Elementary and Roman Catholic Separate School (RCSS) Teachers - Qualifications Evaluation Council of Ontario (QECO) Programme, 1975-1982
2.2 Method of Determining Category Placement of Secondary Teachers - Ontario Secondary School Teachers' Federation (OSSTF) Certification, 1975-1982

Salaries 8

Table

3.1 Distribution of Elementary Teacher Grid Salaries at Category Minima and Maxima, 1975-1982
3.2 Distribution of Secondary Teacher Grid Salaries at Category Minima and Maxima, 1975-1982
3.3 Distribution of RCSS Teacher Grid Salaries at Category Minima and Maxima, 1975-1982

Allowances 16

Table

4.1 Cost of Living Provision, 1975-1982
4.2 Master's Degree Allowance, 1975-1982

Insured Fringe Benefits 18

Table

5.1 Percentage Board Subsidization of Ontario Health Insurance Plan (OHIP), 1975-1982
5.2 Percentage Board Subsidization of Extended Health Plan, 1975-1982
5.3 Percentage Board Subsidization of Dental Plan, 1975-1982
5.4 Percentage Board Subsidization of Long Term Disability Plan (LTDP), 1975-1982
5.5 Percentage Board Subsidization of Group Life Insurance Plan, 1975-1982
5.6 Retirement Gratuity, 1975-1982

Leaves 30

Table

6.1 Leave Provisions, 1975-1982

Working Conditions and Other Provisions 32

Table

7.1 Class Size Provision, 1975-1982
7.2 Pupil-Teacher Ratio Provision, 1975-1982
7.3 Teacher Workload Provisions, 1975-1982
7.4 Surplus/Redundancy Provisions, 1975-1982
7.5 Surplus/Redundancy Provisions: Additional Options, 1975-1982

INTRODUCTION

The current monograph, Historical Analysis of Collective Agreements, 1975-76 to 1981-82, presents a number of trend analyses for selected provisions covering certification methods, salaries, allowances, insured benefits, leaves and other working conditions. These trend analyses are carried out for Elementary, Secondary, and RCSS agreements separately.

Briefly, the major trends over this seven-year interval (1975-82) are as follows:

The majority of elementary and RCSS agreements have now moved from the QECO 2 to QECO 3 Certification Programme. A few agreements have accepted QECO 4. Among secondary agreements, the majority have moved from OSSTF Certification Programme 5 to Programme 6.

Cost of living provisions have become less common since 1975-76. At that time, 35.0% of the collective agreements on file contained a COLA; now only 21.9% are found in the agreements for 1981-82. Currently, Masters degree allowances are found in 70% of the elementary, 95% of the secondary and 20% of the RCSS agreements, with virtually no change in the frequency of these provisions having taken place since 1975-76. The most common figure for the Masters degree allowance fell within the 500-599 range in 1975-76. Today, it has moved to the $600-699 range. This holds true across all panels.

Virtually all collective agreements now contain OHIP, extended health, group life and dental benefits. In 1975-76, the most common level of board contribution was 70-79%; in 1981-82, it has increased to 100%. This pattern holds for all employee benefits, and across all panels. Dental plans, being of more recent origin, deviates slightly from this trend. As for long term disability plans, most agreements did not have this benefit in 1975-76. Now, the majority do, although the most common pattern is for the board's responsibilities to be limited to administering the plan. The slow trend toward "grandfathering" the retirement gratuity continues, except in the secondary school panel where little if any change has taken

Education Relations Commission

place. There has, however, been a general increase in the minimum number of years teaching service required to receive the gratuity. Most agreements now insist upon 6-10 years service.

The proportions of elementary, secondary and RCSS agreements containing a sabbatical leave have remained virtually unchanged since 1975-76 at approximately 80-90%. There has, though, been a steady increase in the proportion of agreements containing other types of leaves. The majority of agreements have an extended leave of absence (74.9%), maternity (75.4%), adoption (86.6%) or paternity (52.5%) leave. Long-term leave for branch affiliate business (45.5%), short-term leave for federation business (44.4%) and negotiations leave (22.5%) are gradually becoming more common. The trends are generally the same across all three panels with the following exceptions: a) RCSS agreements are much more likely to contain paternity leave (81.3%) than either elementary (44.4%) or secondary (41.8%) agreements; b) RCSS agreements are more likely to have short-term leave for federation business (60.9%) than either the elementary (38.9%) or secondary (38.8%) agreements; and c) secondary agreements are more likely to contain long-term leaves for branch affiliate business (58.2%) than either the elementary (41.7%) or RCSS (33.3%) agreements.

The proportion of class size clauses has increased slowly since 1975-76, and is now found in 29.2% of the elementary, 37.3% of the secondary, and 22.9% of the RCSS agreements. The majority are of a guideline nature. Pupil teacher ratio (PTR) clauses, on the other hand, are more frequent. They are most common in secondary agreements (68.7%), somewhat less prevalent in the elementary (48.6%) and least common in the RCSS (31.3%) agreements. Unlike class size provisions, a large majority of the PTR provisions are mandatory. There has been a slow but steady increase in the frequency of instructional load provisions since 1975-76. Among elementary agreements, 40.3% now have a noon-time supervision clause; among secondary agreements, 64.2% now have an instructional load provision for teachers, 47.8% have provisions for positions of responsibility other than principal and vice-principal; among RCSS agreements,

31.3% have a workload provision for principals.

Surplus/redundancy provisions were found in about 40% of the collective agreements in 1975-76. Today, they are present in virtually every agreement. Seniority (98.9%), qualifications (97.7%) and type of contract (76.8%) are the factors used most frequently in determing who is surplus/ redundant. Teaching effectiveness (23.7%) is used less often, and does not seem to be getting more common over time. Although sabbatical leaves, job retraining, leaves of absence, early retirement incentive plans, reduced teaching, and priority for summer/night/occasional/driver teaching have been available as options for coping with the surplus/ redundancy problem, they have not become as widely accepted as priority recall (88.1%) deferred salary (61.0%) and separation allowance options (41.3%).

Table 1.1 Term of Agreement, 1975-1982

Term of Agreements	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
Term:														
1-yr.	56	73.7	63	82.9	68	89.5	57	75.0	30	39.5	18	23.7	32	44.4
1st yr. of 2-yr.	8	10.5	1	1.3	6	7.9	13	17.1	32	42.1	24	31.6	14	19.4
2nd yr. of 2-yr.	0	0.0	8	10.5	1	1.3	6	7.9	13	17.1	32	42.1	24	33.3
1st yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	1	1.3	0	0.0
2nd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	1	1.4
3rd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
8 mos.	8	10.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
20 mos.	4	5.3	4	5.3	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
Term:														
1-yr	53	69.7	56	73.7	70	93.3	53	69.7	25	32.9	22	28.9	27	40.3
1st yr. of 2-yr.	10	13.2	3	3.9	1	1.3	19	25.0	27	35.5	23	30.3	14	20.9
2nd yr. of 2-yr.	1	1.3	10	13.2	3	4.0	1	1.3	19	25.0	26	34.2	23	34.3
1st yr. of 3-yr.	0	0.0	0	0.0	0	0.0	3	3.9	2	2.6	0	0.0	1	1.5
2nd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	3	3.9	2	2.6	0	0.0
3rd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	3.9	2	3.0
8 mos.	5	6.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
20 mos.	7	9.2	7	9.2	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0

Table 1.1 (Cont'd.)

Term of Agreements	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
Term:														
1-yr.	27	56.3	38	79.2	41	85.4	38	79.2	17	35.4	12	25.0	23	47.9
1st yr. of 2-yr.	3	6.3	2	4.2	4	8.3	6	12.5	25	52.1	11	22.9	13	27.1
2nd yr. of 2-yr.	1	2.1	3	6.3	2	4.2	4	8.3	6	12.5	25	52.1	11	22.9
1st yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.1
2nd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
3rd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
8 mos.	11	22.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
20 mos.	6	12.5	5	10.4	1	2.1	0	0.0	0	0.0	0	0.0	0	0.0
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
Term:														
1-yr.	136	68.0	157	78.5	179	89.9	148	74.0	72	36.0	52	26.0	82	43.9
1st yr. of 2-yr.	21	10.5	6	3.0	11	5.5	38	19.0	84	42.0	58	29.0	41	21.9
2nd yr. of 2-yr.	2	1.0	21	10.5	6	3.0	11	5.5	38	19.0	83	41.5	58	31.0
1st yr. of 3-yr.	0	0.0	0	0.0	0	0.0	3	1.5	3	1.5	1	0.5	2	1.1
2nd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	3	1.5	3	1.5	1	0.5
3rd yr. of 3-yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	1.5	3	1.6
8 mos.	24	12.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
20 mos.	17	8.5	16	8.0	3	1.5	0	0.0	0	0.0	0	0.0	0	0.0

Notes

1. Windsor Secondary did not have a collective agreement for 1977-78.

Table 2.1 Method of Determining Category Placement of Elementary and Roman Catholic Separate School (RCSS) Teachers - Qualifications Evaluation Council of Ontario (QECO) Programme, 1975-1982

QECO Programme	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
QECO 2	46	60.5	45	59.2	42	55.3	38	50.0	34	44.7	28	36.8	19	26.4
QECO 3	6	7.9	9	11.8	17	22.4	20	26.3	22	28.9	30	39.5	36	50.0
QECO 3 with $ qualifications	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	3	3.9	1	1.4
QECO 2 and 3	4	5.3	6	7.9	4	5.3	6	7.9	6	7.9	3	3.9	2	2.8
QECO 4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	1	1.4
QECO 4 with $ qualifications	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
QECO 2 and 4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
Method of Determination Outlined in Agreement	18	23.7	16	21.1	13	17.1	12	15.8	13	17.1	11	14.5	11	15.3
Unstated	2	2.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
QECO 2 or 2 revised	29	60.4	29	60.4	24	50.0	23	47.9	21	43.8	17	35.4	5	10.4
QECO 3	3	6.3	7	14.6	11	22.9	13	27.1	17	35.4	19	39.6	30	62.5
QECO 3 with $ qualifications	0	0.0	0	0.0	2	4.2	0	0.0	0	0.0	2	4.2	2	4.2
QECO 2 and 3	0	0.0	0	0.0	1	2.1	2	4.2	3	6.3	1	2.1	0	0.0
QECO 4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	6.3	4	8.3
QECO 4 with $ qualifications	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.1
Method of Determination Outlined in Agreement	11	22.9	11	22.9	10	20.8	10	20.8	7	14.6	6	12.5	6	12.5
Unstated	5	10.4	1	2.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Notes

1. QECO Programme mentioned in agreement may be supplemented through modifications and/or exemptions or may be specific QECO Programme.
2. QECO Programmes 2 or 3 are classified as QECO 3.

Table 2.2 Method of Determining Category Placement of Secondary Teachers - Ontario Secondary School Teachers' Federation (OSSTF) Certification, 1975-1982

OSSTF Certification	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
OSSTF 4	8	10.5	4	5.3	3	4.0	1	1.3	1	1.3	1	1.3	0	0.0
OSSTF 5	47	61.8	60	78.9	63	84.0	63	82.9	42	55.3	15	19.7	4	6.0
OSSTF 6	0	0.0	0	0.0	0	0.0	3	3.9	25	32.9	53	69.7	56	83.6
Method of Determination Outlined in Agreement	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Unstated	20	26.3	12	15.8	9	12.0	9	11.8	8	10.5	7	9.2	7	10.4

Notes

1. OSSTF Certification basis mentioned in an agreement may be supplemented through modifications and/or exemptions applicable within the local context.

2. Method of determination outlined in agreement may be specific OSSTF certification.

3. Not Specified: no method specified or particular OSSTF Certification not specified.

4. If certification allows for more than one basis for evaluation, the most recent certification procedure is selected, for example 4 or 5 is classified as 5.

Table 3.1 Distribution of Elementary Teacher Grid Salaries at Category Minima and Maxima, 1975-1982

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY D.							
Minimum							
Lowest	6,758	7,800	8,600	9,048	9,803	10,695	11,783
Mean	8,066	8,915	9,540	10,112	10,908	11,899	13,272
Median	8,000	8,860	9,500	10,021	10,850	11,939	13,124
Highest	9,631	10,913	11,252	12,128	12,792	13,933	15,702
Maximum							
Lowest	9,712	11,200	11,395	12,655	13,478	14,583	16,336
Mean	11,393	12,544	13,435	14,269	15,378	16,726	18,665
Median	11,250	12,400	13,301	14,145	15,223	16,520	18,406
Highest	13,450	14,270	15,223	16,350	17,490	19,589	22,077
CATEGORY C.							
Minimum							
Lowest	7,303	8,630	9,442	9,781	10,500	11,562	12,733
Mean	8,715	9,618	10,311	10,929	11,785	12,851	14,322
Median	8,686	9,501	10,201	10,800	11,629	12,812	14,171
Highest	10,000	11,269	11,700	12,900	13,550	15,176	17,103
Maximum							
Lowest	11,684	13,206	13,958	15,020	16,109	17,204	19,560
Mean	13,486	14,792	15,816	16,754	18,058	19,631	21,870
Median	13,400	14,657	15,700	16,700	17,948	19,543	21,664
Highest	14,811	16,257	17,342	18,255	19,645	21,425	24,101
CATEGORY B.							
Minimum							
Lowest	7,848	9,144	9,937	10,325	10,880	12,060	13,148
Mean	9,337	10,290	11,041	11,708	12,613	13,731	15,281
Median	9,340	10,250	10,936	11,700	12,489	13,638	15,247
Highest	10,886	11,981	12,700	13,900	14,600	16,352	18,429

Table 3.1 (Cont'd.)

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY B.							
Maximum							
Lowest	14,080	15,247	16,122	17,020	18,254	19,495	22,163
Mean	15,533	16,997	18,143	19,197	20,627	22,387	24,938
Median	15,573	16,951	18,050	19,180	20,535	22,330	24,822
Highest	16,935	18,622	19,888	20,982	22,325	24,275	27,430
CATEGORY A1							
Minimum							
Lowest	9,000	10,000	11,167	11,700	12,493	13,592	15,018
Mean	10,518	11,593	12,454	13,178	14,220	15,520	17,272
Median	10,501	11,571	12,350	13,000	14,109	15,360	17,123
Highest	12,450	13,446	14,300	15,500	16,392	18,234	20,550
Maximum							
Lowest	16,541	18,045	19,540	20,845	21,600	24,385	26,238
Mean	17,872	19,561	20,932	22,173	23,832	25,879	28,842
Median	17,860	19,600	20,950	22,165	23,840	25,934	29,078
Highest	19,450	21,006	22,422	23,890	25,613	28,040	31,100
CATEGORY A2							
Minimum							
Lowest	9,360	10,400	11,511	12,200	13,023	14,169	15,656
Mean	11,001	12,112	13,038	13,783	14,861	16,206	18,047
Median	11,027	12,100	12,974	13,551	14,736	16,075	17,948
Highest	13,000	14,040	14,882	16,050	16,907	18,878	21,276
Maximum							
Lowest	17,549	19,400	20,590	22,155	23,450	25,800	27,984
Mean	18,911	20,680	22,142	23,470	25,240	27,400	30,539
Median	18,850	20,700	22,214	23,500	25,343	27,289	30,698
Highest	20,200	22,250	23,763	25,125	26,935	29,490	33,200

Table 3.1 (Cont'd.)

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY A3							
Minimum							
Lowest	10,260	11,400	12,662	13,200	13,983	15,214	16,811
Mean	12,029	13,210	14,212	14,987	16,130	17,587	19,583
Median	12,000	13,100	14,100	14,800	16,051	17,502	19,505
Highest	14,000	15,187	16,150	17,350	18,385	20,406	22,998
Maximum							
Lowest	19,720	20,870	21,800	24,450	24,450	28,639	30,825
Mean	21,079	23,044	24,587	26,024	27,977	30,384	33,884
Median	21,021	23,100	24,701	25,906	27,960	30,415	34,087
Highest	22,550	24,320	25,880	~~27,302~~	29,250	32,095	35,700
CATEGORY A4							
Minimum							
Lowest	10,800	12,000	13,302	13,700	14,513	15,790	17,447
Mean	12,658	13,896	14,938	15,762	16,950	18,465	20,571
Median	12,700	13,805	14,941	15,545	16,865	18,335	20,565
Highest	14,325	16,019	16,960	18,100	19,630	21,291	23,995
Maximum							
Lowest	20,950	22,340	22,800	25,450	25,450	29,730	32,399
Mean	22,417	24,500	26,140	27,666	29,736	32,308	36,055
Median	22,400	24,508	26,165	27,525	29,750	32,370	36,180
Highest	24,010	25,810	27,508	29,385	31,500	34,485	38,373

Notes

1. Dollar amounts in this table reflect salary grids only; they have *not* been weighted by the distribution of teachers on these grids.
2. Annualized salary grids have been computed for those agreements having split grids.
3. Minimum = Year 0 (i.e. beginning teacher).

Table 3.2 Distribution of Secondary Teacher Grid Salaries at Category Minima and Maxima, 1975-1982

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY A1							
Minimum							
Lowest	9,020	10,000	11,003	11,700	12,300	13,723	15,200
Mean	10,571	11,659	12,535	13,379	14,354	15,664	17,505
Median	10,549	11,600	12,590	13,345	14,213	15,560	17,347
Highest	12,470	13,717	14,650	16,284	17,265	18,128	20,400
Maximum							
Lowest	16,390	18,400	19,882	20,845	22,290	24,496	26,330
Mean	17,947	19,720	21,143	22,522	24,078	26,209	29,222
Median	17,833	19,701	21,278	22,554	24,130	26,157	29,348
Highest	20,260	22,160	23,490	25,687	27,235	28,597	30,900
CATEGORY A2							
Minimum							
Lowest	9,433	10,400	11,475	12,200	12,800	14,400	15,700
Mean	11,057	12,174	13,086	13,966	14,976	16,350	18,271
Median	11,056	12,132	13,128	13,988	14,827	16,345	18,076
Highest	13,230	14,553	15,450	16,716	17,725	18,611	20,900
Maximum							
Lowest	17,330	19,700	21,079	22,155	24,171	25,347	28,831
Mean	18,996	20,850	22,351	23,809	25,449	27,702	30,893
Median	18,855	20,813	22,400	23,893	25,435	27,695	30,960
Highest	21,060	23,030	24,410	27,152	28,785	30,224	33,000
CATEGORY A3							
Minimum							
Lowest	10,466	11,400	12,885	13,200	13,800	15,800	18,000
Mean	12,103	13,289	14,275	15,207	16,300	17,784	19,849
Median	12,100	13,230	14,300	15,155	16,322	17,725	19,760
Highest	13,990	15,389	16,450	18,015	19,100	20,055	22,600

Table 3.2 (Cont'd.)

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY A3							
Maximum							
Lowest	19,965	21,940	23,191	25,042	26,810	28,883	32,380
Mean	21,209	23,230	24,868	26,477	28,314	30,813	34,338
Median	21,205	23,270	24,900	26,480	28,339	30,736	34,340
Highest	22,660	24,750	26,240	29,350	31,115	32,671	35,803
CATEGORY A4							
Minimum							
Lowest	10,982	12,000	13,550	13,700	14,700	16,932	18,970
Mean	12,732	13,976	15,001	15,987	17,120	18,678	20,850
Median	12,679	13,910	15,060	16,000	17,003	18,682	20,675
Highest	14,750	16,225	17,325	18,716	19,840	21,160	23,200
Maximum							
Lowest	20,800	22,880	24,787	26,400	28,900	30,440	34,620
Mean	22,565	24,716	26,432	28,151	30,117	32,792	36,554
Median	22,560	24,800	26,469	28,202	30,000	32,809	36,714
Highest	24,010	25,911	27,471	31,156	33,035	34,687	38,300

Notes

1. Dollar amounts in this table reflect salary grids only; they have *not* been weighted by the distribution of teachers on these grids.
2. Annualized salary grids have been computed for those agreements having split grids.
3. Minimum = Year 0 (i.e., beginning teacher).

Table 3.3 Distribution of RCSS Teacher Grid Salaries at Category Minima and Maxima, 1975-1982

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY D.							
Minimum							
Lowest	7,191	8,125	8,620	9,091	9,636	10,369	11,675
Mean	7,860	8,755	9,375	9,995	10,901	11,834	13,202
Median	7,750	8,720	9,362	10,001	10,867	11,635	13,031
Highest	10,209	9,605	10,408	11,032	12,191	13,550	15,160
Maximum							
Lowest	9,671	11,400	12,070	12,828	13,916	14,602	16,845
Mean	11,136	12,368	13,240	14,108	15,236	16,597	18,596
Median	11,069	12,400	13,130	14,000	14,999	16,374	18,379
Highest	13,000	14,000	15,000	15,840	17,096	18,374	21,400
CATEGORY C.							
Minimum							
Lowest	7,750	8,768	9,310	9,912	10,568	11,371	12,804
Mean	8,509	9,444	10,116	10,787	11,727	12,719	14,221
Median	8,438	9,400	10,144	10,762	11,659	12,587	14,105
Highest	10,341	10,286	11,123	11,790	12,929	14,550	16,270
Maximum							
Lowest	11,929	13,680	14,340	15,329	16,400	17,909	19,969
Mean	13,130	14,507	15,524	16,535	17,813	19,373	21,674
Median	12,991	14,295	15,334	16,331	17,510	19,130	21,314
Highest	14,800	16,250	17,628	18,827	20,239	21,989	24,064
CATEGORY B.							
Minimum							
Lowest	8,330	9,500	9,985	10,494	11,388	12,100	13,600
Mean	9,195	10,195	10,930	11,641	12,628	13,698	15,295
Median	9,175	10,204	10,903	11,628	12,581	13,530	15,265
Highest	10,474	11,151	12,320	12,982	14,280	15,500	17,325

Table 3.3 (Cont'd.)

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY B.							
Maximum							
Lowest	13,861	15,494	16,515	17,774	18,943	20,383	22,951
Mean	15,095	16,569	17,711	18,870	20,304	22,067	24,679
Median	15,000	16,361	17,601	18,713	20,015	21,997	24,649
Highest	16,800	18,353	19,638	20,914	22,550	24,083	27,195
CATEGORY A1							
Minimum							
Lowest	9,050	10,285	11,180	11,560	12,683	13,600	15,300
Mean	10,242	11,334	12,137	12,933	13,982	15,183	16,947
Median	10,300	11,301	12,075	12,866	13,930	15,159	16,863
Highest	11,310	12,925	14,000	14,924	15,840	17,050	19,625
Maximum							
Lowest	15,750	17,503	18,935	20,350	21,964	23,645	26,127
Mean	17,327	19,035	20,364	21,732	23,393	25,394	28,361
Median	17,350	18,922	20,442	21,691	23,346	25,385	28,420
Highest	18,800	20,470	21,700	23,000	25,230	26,570	30,120
CATEGORY A2							
Minimum							
Lowest	9,350	10,625	11,465	12,295	13,510	14,700	16,088
Mean	10,768	11,939	12,787	13,600	14,711	15,990	17,829
Median	10,784	11,925	12,756	13,515	14,759	15,925	17,755
Highest	11,765	13,525	14,600	15,564	16,515	18,050	20,435
Maximum							
Lowest	16,750	18,650	20,168	21,920	23,235	25,001	28,151
Mean	18,467	20,304	21,720	23,183	24,904	27,083	30,236
Median	18,397	20,260	21,700	23,155	24,930	27,100	30,400
Highest	21,000	21,320	22,850	24,358	26,416	28,480	31,830

Table 3.3 (Cont'd.)

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82
CATEGORY A3							
Minimum							
Lowest	10,478	11,610	12,413	13,815	14,857	15,986	17,662
Mean	11,723	12,956	13,883	14,793	16,017	17,416	19,405
Median	11,821	12,899	13,802	14,700	15,927	17,303	19,406
Highest	12,870	14,280	15,850	16,630	17,640	19,250	21,770
Maximum							
Lowest	17,900	19,150	20,728	23,528	25,000	27,449	29,600
Mean	20,371	22,284	23,817	25,476	27,435	29,811	33,330
Median	20,351	22,250	23,802	25,418	27,380	29,948	33,490
Highest	23,625	24,075	25,560	26,822	28,941	31,378	34,930
CATEGORY A4							
Minimum							
Lowest	10,850	12,190	13,033	14,480	15,722	16,756	18,702
Mean	12,363	13,690	14,687	15,663	16,965	18,447	20,568
Median	12,348	13,604	14,637	15,586	16,955	18,386	20,503
Highest	13,910	15,075	16,550	17,482	18,540	19,968	22,855
Maximum							
Lowest	18,900	20,150	21,848	24,648	26,232	28,335	30,490
Mean	21,622	23,606	25,262	27,023	29,129	31,653	35,409
Median	21,752	23,512	25,369	27,041	29,150	31,773	35,476
Highest	26,400	26,400	27,251	28,900	31,467	33,895	37,962

Notes

1. Dollar amounts in this table reflect salary grids only; they have *not* been weighted by the distribution of teachers on these grids.
2. Annualized salary grids have been computed for those agreements having split grids.
3. Minimum = Year 0 (i.e., beginning teacher).

Table 4.1 Cost-of-Living Provision, 1975-1982

Cost-of-Living Provision	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
No Provision	45	59.2	56	73.7	59	77.6	58	76.3	61	80.3	59	77.6	57	79.2
Allowance Only	20	26.3	11	14.5	10	13.2	13	17.1	9	11.8	13	17.1	8	11.1
Fold-in Only	0	0.0	0	0.0	1	1.3	2	2.6	3	3.9	0	0.0	1	1.4
Allowance and Fold-in	11	14.5	9	11.8	6	7.9	3	3.9	3	3.9	4	5.3	6	8.3
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
No Provision	44	57.9	47	61.8	53	70.7	60	78.9	57	75.0	58	76.3	46	68.7
Allowance Only	20	26.3	14	18.4	14	18.7	11	14.5	17	22.4	9	11.8	13	19.4
Fold-in Only	0	0.0	0	0.0	1	1.3	2	2.6	1	1.3	2	2.6	3	4.5
Allowance and Fold-in	12	15.8	15	19.7	7	9.3	3	3.9	1	1.3	7	9.2	5	7.5
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	41	85.4	44	91.7	46	95.8	45	93.8	43	89.6	42	87.5	43	89.6
Allowance Only	5	10.4	3	6.3	1	2.1	2	4.2	1	2.1	4	8.3	3	6.3
Fold-in Only	0	0.0	0	0.0	0	0.0	1	2.1	2	4.2	0	0.0	1	2.1
Allowance and Fold-in	2	4.2	1	2.1	1	2.1	0	0.0	2	4.2	2	4.2	1	2.1
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	130	65.0	147	73.5	158	79.4	163	81.5	161	80.5	159	79.5	146	78.1
Allowance Only	45	22.5	28	14.0	25	12.6	26	13.0	27	13.5	26	13.0	24	12.8
Fold-in Only	0	0.0	0	0.0	2	1.0	5	2.5	6	3.0	2	1.0	5	2.7
Allowance and Fold-in	25	12.5	25	12.5	14	7.0	6	3.0	6	3.0	13	6.5	12	6.4

Notes
1. "Fold-in" refers to an adjustment to the salary grid.

Table 4.2 Master's Degree Allowance, 1975-82

Allowance ($)	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
No Provision	23	30.3	20	26.3	22	28.9	22	28.9	21	27.6	22	28.9	21	29.2
Less than 500	3	3.9	3	3.9	2	2.6	1	1.3	2	2.6	2	2.6	1	1.4
500-599	27	35.5	27	35.5	21	27.6	18	23.7	15	19.7	11	14.5	10	13.9
600-699	10	13.2	11	14.5	14	18.4	18	23.7	20	26.3	20	26.3	18	25.0
700-799	11	14.5	13	17.1	13	17.1	12	15.8	13	17.1	14	18.4	14	19.4
800+	2	2.6	2	2.6	4	5.3	5	6.6	5	6.6	7	9.2	8	11.1
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
No Provision	3	3.9	2	2.6	3	4.0	3	4.0	3	3.9	3	3.9	3	4.5
Less than 500	4	5.3	6	7.9	4	5.3	4	5.3	3	3.9	3	3.9	3	4.5
500-599	30	39.5	25	32.9	20	26.7	15	19.7	16	21.1	13	17.1	11	16.4
600-699	25	32.9	28	36.8	30	40.0	33	43.4	29	38.2	29	38.2	21	31.3
700-799	13	17.1	13	17.1	14	18.7	17	22.4	21	27.6	21	27.6	18	26.9
800+	1	1.3	2	2.6	4	5.3	4	5.3	4	5.3	7		11	16.4
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	39	81.3	39	81.3	39	81.3	39	81.3	39	81.3	39	81.3	39	81.3
Less than 500	0	0.0	0	0.0	1	2.1	1	2.1	1	2.1	1	2.1	0	0.0
500-599	7	14.6	7	14.6	6	12.5	6	12.5	5	10.4	4	8.3	4	8.3
600-699	1	2.1	1	2.1	1	2.1	0	0.0	1	2.1	2	4.2	3	6.3
700-799	1	2.1	1	2.1	1	2.1	2	4.2	2	4.2	2	4.2	2	4.2
800+	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	65	32.5	61	30.5	64	32.2	64	32.0	63	31.5	64	32.0	63	33.7
Less than 500	7	3.5	9	4.5	7	3.5	6	3.0	6	3.0	6	3.0	4	2.1
500-599	64	32.0	59	29.5	47	23.6	39	19.5	36	18.0	28	14.0	25	13.4
600-699	36	18.0	40	20.0	45	22.6	51	25.5	50	25.0	51	25.5	42	22.5
700-799	25	12.5	27	13.5	28	14.1	31	15.5	36	18.0	37	18.5	34	18.2
800+	3	1.5	4	2.0	8	4.0	9	4.5	9	4.5	14	7.0	19	10.2

Table 5.1 Percentage Board Subsidization of Ontario Health Insurance Plan (OHIP), 1975-82

Board Subsidization (%)	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
No Provision	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0*	7	9.2	7	9.2	1	1.3	1	1.3	1	1.3	1	1.3	1	1.4
Under 50	1	1.3	0	0.0	6	7.9	0	0.0	0	0.0	1	1.3	1	1.4
50-59	0	0.0	2	2.6	1	1.3	1	1.3	1	1.3	1	1.3	1	1.4
60-69	6	7.9	6	7.9	5	6.6	1	1.3	3	3.9	1	1.3	2	2.8
70-79	27	35.5	25	32.9	21	27.6	30	39.5	26	34.2	22	28.9	17	23.6
80-89	15	19.7	14	18.4	15	19.7	16	21.1	17	22.4	19	25.0	20	27.8
90-99	2	2.6	2	2.6	4	5.3	4	5.3	5	6.6	8	10.5	8	11.1
100	18	23.7	20	26.3	23	30.3	22	28.9	23	30.3	23	30.3	22	30.6
Flat $ Amount	0	0.0	0	0.0	0	0.0	1	1.3	0	0.0	0	0.0	0	0.0
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
No Provision	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0*	1	1.3	1	1.3	1	1.3	1	1.3	1	1.3	2	2.6	2	3.0
Under 50	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	2	3.0
50-59	0	0.0	1	1.3	0	0.0	0	0.0	1	1.3	2	2.6	1	1.5
60-69	5	6.6	5	6.6	1	1.3	1	1.3	2	2.6	1	1.3	2	3.0
70-79	35	46.1	32	42.1	33	44.0	30	39.5	27	35.5	21	27.6	14	20.9
80-89	13	17.1	14	18.4	14	18.7	16	21.1	16	21.1	19	25.0	13	19.4
90-99	2	2.6	2	2.6	4	5.3	6	7.9	7	9.2	6	7.9	9	13.4
100	19	25.0	21	27.6	22	29.3	22	28.9	22	28.9	24	31.6	23	34.4
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.5
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0*	0	0.0	0	0.0	0	0.0	1	2.1	1	2.1	1	2.1	1	2.1
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
60-69	1	2.1	1	2.1	1	2.1	0	0.0	0	0.0	0	0.0	0	0.0
70-79	18	37.5	17	35.4	12	25.0	9	18.8	7	14.6	4	8.3	3	6.3
80-89	13	27.1	11	22.9	13	27.1	17	35.4	17	35.4	16	33.3	15	31.3
90-99	0	0.0	2	4.2	4	8.3	4	8.3	6	12.5	9	18.8	10	20.8
100	15	31.3	17	35.4	17	35.4	14	29.2	15	31.3	16	33.3	18	37.5
Flat $ Amount	1	2.1	0	0.0	1	2.1	3	6.3	2	4.2	2	4.2	1	2.1

Table 5.1 (Cont'd.)

Board Subsidization(%)	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0*.	8	4.0	8	4.0	2	1.0	3	1.5	3	1.5	4	2.0	4	2.1
Under 50	2	1.0	0	0.0	6	3.0	0	0.0	0	0.0	2	1.0	3	1.6
50-59	0	0.0	3	1.5	1	0.5	1	0.5	2	1.0	3	1.5	2	1.1
60-69	12	6.0	12	6.0	7	3.5	2	1.0	5	2.0	2	1.0	4	2.1
70-79	80	40.0	74	37.0	66	33.2	69	34.5	60	30.0	47	23.5	34	18.2
80-89	41	20.5	39	19.5	42	21.1	49	24.5	50	25.0	54	27.0	48	25.7
90-99	4	2.0	6	3.0	12	6.0	14	7.0	18	9.0	23	11.5	27	14.4
100	52	26.0	58	29.0	62	31.2	58	29.0	60	30.0	63	31.5	63	33.7
Flat $ Amount	1	0.5	0	0.0	1	0.5	4	2.0	2	1.0	2	1.0	2	1.1

*Plan exists; Board does not contribute towards payment of premium.

Table 5.2 Percentage Board Subsidization of Extended Health Plan, 1975-1982

Board Subsidization(%)	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
No Provision	17	22.4	16	21.1	12	15.8	11	14.5	10	13.2	9	11.8	8	11.1
0*	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Under 50	1	1.3	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	2	2.6	2	2.6	1	1.3	1	1.3	2	2.6	1	1.3	0	0.0
60-69	3	3.9	2	2.6	2	2.6	1	1.3	0	0.0	1	1.3	1	1.4
70-79	20	26.3	20	26.3	19	25.0	18	23.7	15	19.7	14	18.4	11	15.3
80-89	10	13.2	8	10.5	10	13.2	12	15.8	16	21.1	16	21.1	17	23.6
90-99	3	3.9	3	3.9	4	5.3	4	5.3	5	6.6	6	7.9	7	9.7
100	20	26.3	24	31.6	28	36.8	28	36.8	27	35.5	28	36.8	27	37.5
Flat $ Amount	0	0.0	0	0.0	0	0.0	1	1.3	1	1.3	1	1.3	1	1.4
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
No Provision	14	18.4	14	18.4	12	16.0	12	15.8	10	13.2	7	9.2	6	9.0
0*	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Under 50	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	2	2.6	2	2.6	2	2.7	2	2.6	3	3.9	2	2.6	0	0.0
60-69	5	6.6	3	3.9	1	1.3	1	1.3	1	1.3	2	2.6	1	1.5
70-79	27	35.5	21	27.6	21	28.0	18	23.7	16	21.1	13	17.1	6	9.0
80-89	10	13.2	9	11.8	9	12.0	12	15.8	12	15.8	15	19.7	10	14.9
90-99	1	1.3	1	1.3	3	4.0	3	3.9	5	6.6	5	6.6	9	13.4
100	16	21.1	26	34.2	27	36.0	28	36.8	28	36.8	31	40.8	33	49.3
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	1	1.3	2	3.0
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	12	25.0	10	20.8	8	16.7	7	14.6	7	14.6	7	14.6	6	12.5
0*	1	2.1	1	2.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	0	0.0	0	0.0	2	4.2	0	0.0	0	0.0	0	0.0	0	0.0
60-69	1	2.1	0	0.0	0	0.0	1	2.1	1	2.1	0	0.0	0	0.0
70-79	16	33.3	14	29.2	10	20.8	8	16.7	7	14.6	5	10.4	6	12.5
80-89	6	12.5	8	16.7	9	18.8	11	22.9	12	25.0	11	22.9	11	22.9
90-99	1	2.1	2	4.2	4	8.3	5	10.4	4	8.3	7	14.6	8	16.7
100	11	22.9	13	27.1	14	29.2	11	22.9	14	29.2	15	31.3	16	33.3
Flat $ Amount	0	0.0	0	0.0	1	2.1	5	10.4	3	6.3	3	6.3	1	2.1

Table 5.2 (Cont'd.)

Board Subsidization(%)	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	43	21.5	40	20.0	32	16.1	30	15.0	27	13.5	23	11.5	20	10.7
0*	1	0.5	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Under 50	2	1.0	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	4	2.0	4	2.0	5	2.5	3	1.5	5	2.5	3	1.5	0	0.0
60-69	9	4.5	5	2.5	3	1.5	3	1.5	2	1.0	3	1.5	2	1.1
70-79	63	31.5	55	27.5	50	25.1	44	22.0	38	19.0	32	16.0	23	12.3
80-89	26	13.0	25	12.5	28	14.1	35	17.5	40	20.0	42	21.0	38	20.3
90-99	5	2.5	6	3.0	11	5.5	12	6.0	14	7.0	18	9.0	24	12.8
100	47	23.5	63	31.5	69	34.7	67	33.5	69	34.5	74	37.0	76	40.6
Flat $ Amount	0	0.0	0	0.0	1	0.5	6	3.0	5	2.5	5	2.5	4	2.1

*Plan exists; Board does not contribute towards payment of premium.

Table 5.3 Percentage Board Subsidization of Dental Plan, 1975-1982

Board Subsidization(%)	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
No Provision	33	43.4	25	32.9	20	26.3	17	22.4	14	18.4	11	14.5	5	6.9
0*	2	2.6	3	3.9	3	3.9	2	2.6	2	2.6	2	2.6	1	1.4
Under 50	1	1.3	0	0.0	0	0.0	1	1.3	0	0.0	0	0.0	0	0.0
50-59	9	11.8	11	14.5	8	10.5	6	7.9	7	9.2	6	7.9	9	12.5
60-69	6	7.9	7	9.2	6	7.9	5	6.6	5	6.6	4	5.3	3	4.2
70-79	10	13.2	13	17.1	19	25.0	20	26.3	20	26.3	20	26.3	16	22.2
80-89	6	7.9	4	5.3	7	9.2	10	13.2	12	15.8	14	18.4	16	22.2
90-99	0	0.0	0	0.0	1	1.3	1	1.3	2	2.6	2	2.6	5	6.9
100	9	11.8	13	17.1	12	15.8	13	17.1	13	17.1	15	19.7	15	20.8
Flat $ Amount	0	0.0	0	0.0	0	0.0	1	1.3	1	1.3	2	2.6	2	2.8
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
No Provision	35	46.1	31	40.8	19	25.3	18	23.7	14	18.4	13	17.1	7	10.4
0*	2	2.6	3	3.9	3	4.0	2	2.6	4	5.3	2	2.6	1	1.5
Under 50	0	0.0	1	1.3	0	0.0	1	1.3	0	0.0	0	0.0	0	0.0
50-59	10	13.2	6	7.9	6	8.0	5	6.6	5	6.6	5	6.6	5	7.5
60-69	3	3.9	5	6.6	5	6.7	4	5.3	3	3.9	4	5.3	3	4.5
70-79	16	21.1	18	23.7	23	30.7	22	28.9	22	28.9	18	23.7	11	16.4
80-89	5	6.6	4	5.3	8	10.7	11	14.5	11	14.5	14	18.4	12	17.9
90-99	1	1.3	1	1.3	1	1.3	1	1.3	4	5.3	3	3.9	7	10.4
100	4	5.3	7	9.2	10	13.3	12	15.8	12	15.8	16	21.1	19	28.4
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	1	1.3	2	3.0
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	13	27.1	7	14.6	3	6.3	2	4.2	2	4.2	1	2.1	1	2.1
0*	2	4.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Under 50	1	2.1	2	4.2	2	4.2	2	4.2	1	2.1	0	0.0	0	0.0
50-59	13	27.1	15	31.3	9	18.8	6	12.5	4	8.3	4	8.3	3	6.3
60-69	4	8.3	3	6.3	7	14.6	7	14.6	4	8.3	2	4.2	2	4.2
70-79	9	18.8	10	20.8	10	20.8	7	14.6	10	20.8	10	20.8	11	22.9
80-89	3	6.3	4	8.3	6	12.5	9	18.8	12	25.0	11	22.9	9	18.8
90-99	0	0.0	0	0.0	2	4.2	5	10.4	3	6.3	6	12.5	8	16.7
100	3	6.3	6	12.5	7	14.6	6	12.5	9	18.8	11	22.9	13	27.1
Flat $ Amount	0	0.0	1	2.1	2	4.2	4	8.3	3	6.3	3	6.3	1	2.1

Table 5.3 (Cont'd.)

Board Subsidization(%)	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	81	40.5	63	31.5	42	21.1	37	18.5	30	15.0	25	12.5	13	7.0
0*	6	3.0	6	3.0	6	3.0	4	2.0	6	3.0	0	0.0	2	1.1
Under 50	2	1.0	3	1.5	2	1.0	4	2.0	1	0.5	4	2.0	0	0.0
50-59	32	16.0	32	16.0	23	11.6	17	8.5	16	8.0	15	7.5	17	9.1
60-69	13	6.5	15	7.5	18	9.0	16	8.0	12	6.0	10	5.0	8	4.3
70-79	35	17.5	41	20.5	52	26.1	49	24.5	52	26.0	48	24.0	38	20.3
80-89	14	7.0	12	6.0	21	10.6	30	15.0	35	17.5	39	19.5	37	19.8
90-99	1	0.5	1	0.5	4	2.0	7	3.5	9	4.5	11	5.5	20	10.7
100	16	8.0	26	13.0	29	14.6	31	15.5	34	17.0	42	21.0	47	25.1
Flat $ Amount	0	0.0	1	0.5	2	1.0	5	2.5	5	2.5	6	3.0	5	2.7

*Plan exists; Board does not contribute towards payment of premium.

Table 5.4 Percentage Board Subsidization of Long Term Disability Plan (LTDP), 1975-1982

Board Subsidization(%)	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0
No Provision	47	61.8	45	59.2	41	53.9	33	43.4	32	42.1	28	36.8	22	30.6
0*	10	13.2	10	13.2	14	18.4	18	23.7	19	25.0	24	31.6	26	36.1
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	2	2.6	4	5.3	3	3.9	6	7.9	5	6.6	4	5.3	2	2.8
60-69	1	1.3	2	2.6	2	2.6	1	1.3	1	1.3	1	1.3	1	1.4
70-79	6	7.9	4	5.3	5	6.6	6	7.9	4	5.3	5	6.6	5	6.9
80-89	4	5.3	3	3.9	2	2.6	4	5.3	5	6.6	5	6.6	6	8.3
90-99	1	1.3	1	1.3	1	1.3	1	1.3	2	2.6	2	2.6	2	2.8
100	5	6.6	7	9.2	8	10.5	7	9.2	8	10.5	7	9.2	8	11.1
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	76	100.0
No Provision	38	50.0	39	51.3	33	44.0	32	42.1	26	34.2	23	30.3	17	25.4
0*	14	18.4	13	17.1	18	24.0	20	26.3	24	31.6	27	35.5	26	38.8
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	4	5.3	5	6.6	6	8.0	6	7.9	6	7.9	5	6.6	2	3.0
60-69	2	2.6	2	2.6	1	1.3	0	0.0	0	0.0	1	1.3	1	1.5
70-79	7	9.2	5	6.6	5	6.7	5	6.6	5	6.6	4	5.3	4	6.0
80-89	3	3.9	3	3.9	3	4.0	4	5.3	3	3.9	4	5.3	4	6.0
90-99	1	1.3	1	1.3	1	1.3	1	1.3	3	3.9	2	2.6	3	4.5
100	7	9.2	8	10.5	8	10.7	8	10.5	8	10.5	8	10.5	8	11.9
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	2	2.6	2	3.0
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	32	66.7	30	62.5	26	54.2	17	35.4	9	18.8	6	12.5	5	10.4
0*	4	8.3	6	12.5	8	16.7	14	29.2	22	45.8	25	52.1	28	58.3
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	2	4.2	1	2.1	2	4.2	2	4.2	2	4.2	3	6.3	2	4.2
60-69	2	4.2	1	2.1	1	2.1	0	0.0	0	0.0	0	0.0	0	0.0
70-79	4	8.3	7	14.6	5	10.4	5	10.4	4	8.3	3	6.3	3	6.3
80-89	2	4.2	2	4.2	4	8.3	6	12.5	5	10.4	4	8.3	4	8.3
90-99	0	0.0	0	0.0	0	0.0	0	0.0	1	2.1	2	4.2	1	2.1
100	2	4.2	1	2.1	2	4.2	3	6.3	5	10.4	5	10.4	5	10.4
Flat $ Amount	0	0.0	0	0.0	0	0.0	1	2.1	0	0.0	0	0.0	0	0.0

Table 5.4 (Cont'd.)

Board Subsidization(%)	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	117	58.5	114	57.0	100	50.3	82	41.0	67	33.5	57	28.5	44	23.5
0*	28	14.0	29	14.5	40	20.1	52	26.0	65	32.5	76	38.0	80	42.8
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	8	4.0	10	5.0	11	5.5	14	7.0	13	6.5	12	6.0	6	3.2
60-69	5	2.5	5	2.5	4	2.0	1	0.5	1	0.5	2	1.0	2	1.1
70-79	17	8.5	16	8.0	15	7.5	16	8.0	13	6.5	12	6.0	12	6.4
80-89	9	4.5	8	4.0	9	4.5	14	7.0	13	6.5	13	6.5	14	7.5
90-99	2	1.0	2	1.0	2	1.0	2	1.0	6	3.0	6	3.0	6	3.2
100	14	7.0	16	8.0	18	9.0	18	9.0	21	10.5	20	10.0	21	11.2
Flat $ Amount	0	0.0	0	0.0	0	0.0	1	0.5	1	0.5	2	1.0	2	1.1

*Plan exists; Board does not contribute towards payment of premium.

Table 5.5 Percentage Board Subsidization of Group Life Insurance Plan, 1975-1982

Board Subsidization(%)	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
No Provision	5	6.6	4	5.3	3	3.9	1	1.3	0	0.0	0	0.0	0	0.0
0*	2	2.6	2	2.6	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0
Under 50	0	0.0	1	1.3	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0
50-59	3	3.9	3	3.9	4	5.3	5	6.6	3	3.9	2	2.6	1	1.4
60-69	8	10.5	8	10.5	5	6.6	4	5.3	3	3.9	3	3.9	3	4.2
70-79	23	30.3	22	28.9	22	28.9	21	27.6	17	22.4	16	21.1	10	13.9
80-89	12	15.8	10	13.2	10	13.2	12	15.8	15	19.7	15	19.7	14	19.4
90-99	3	3.9	3	3.9	3	3.9	4	5.3	4	5.3	5	6.6	7	9.7
100	20	26.3	23	30.3	27	35.5	29	38.2	33	43.4	34	44.7	36	50.0
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	1	1.3	1	1.4
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
No Provision	2	2.6	1	1.3	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0
0*	1	1.3	1	1.3	1	1.3	1	1.3	1	1.3	1	1.3	1	1.5
Under 50	0	0.0	1	1.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	4	5.3	3	3.9	3	4.0	4	5.3	3	3.9	2	2.6	1	1.5
60-69	16	21.1	6	7.9	4	5.3	4	5.3	4	5.3	4	5.3	3	4.5
70-79	24	31.6	23	30.3	24	32.0	19	25.0	17	22.4	13	17.1	8	11.9
80-89	10	13.2	9	11.8	9	12.0	11	14.5	11	14.5	12	15.8	8	11.9
90-99	2	2.6	2	2.6	2	2.7	3	3.9	4	5.3	3	3.9	6	9.0
100	17	22.4	30	39.5	31	41.3	34	44.7	35	46.1	39	51.3	37	55.2
Flat $ Amount	0	0.0	0	0.0	0	0.0	0	0.0	1	1.3	2	2.6	3	4.5
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
No Provision	2	4.2	2	4.2	1	2.1	2	4.2	0	0.0	0	0.0	0	0.0
0*	0	0.0	0	0.0	1	2.1	1	2.1	0	0.0	0	0.0	0	0.0
Under 50	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
50-59	8	16.7	7	14.6	4	8.3	2	4.2	3	6.3	1	2.1	1	2.1
60-69	3	6.3	1	2.1	2	4.2	2	4.2	2	4.2	2	4.2	2	4.2
70-79	18	37.5	14	29.2	12	25.0	10	20.8	10	20.8	8	16.7	7	14.6
80-89	6	12.5	9	18.8	10	20.8	12	25.0	10	20.8	9	18.8	7	14.6
90-99	1	2.1	2	4.2	3	6.3	3	6.3	4	8.3	6	12.5	7	14.6
100	10	20.8	13	27.1	15	31.3	13	27.1	17	35.4	20	41.7	23	47.9
Flat $ Amount	0	0.0	0	0.0	0	0.0	3	6.3	2	4.2	2	4.2	1	2.1

Table 5.5 (Cont'd.)

Board Subsidization(%)	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
No Provision	9	4.5	7	3.5	5	2.5	3	1.5	0	0.0	0	0.0	0	0.0
0*	3	1.5	1	1.5	3	1.5	2	1.0	1	0.5	1	0.5	1	0.5
Under 50	0	0.0	2	1.0	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0
50-59	15	7.5	13	6.5	11	5.5	11	5.5	9	4.5	5	2.5	3	1.6
60-69	27	13.5	15	7.5	11	5.5	10	5.0	9	4.5	9	4.5	8	4.3
70-79	65	32.5	59	29.5	58	29.1	50	25.0	44	22.0	37	18.5	25	13.4
80-89	28	14.0	28	14.0	29	14.6	35	17.5	36	18.0	36	18.0	29	15.5
90-99	6	3.0	7	3.5	8	4.0	10	5.0	12	6.0	14	7.0	20	10.7
100	47	23.5	66	33.0	73	36.7	76	38.0	85	42.5	93	46.5	96	51.3
Flat $ Amount	0	0.0	0	0.0	0	0.0	3	1.5	4	2.0	5	2.5	5	2.7

*Plan exists; Board does not contribute towards payment of premium.

Table 5.6 Retirement Gratuity, 1975-1982

Retirement Gratuity	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		76		76		76		76		72	
Provision	73	100.0	73	100.0	72	100.0	73	100.0	74	100.0	74	100.0	69	100.0
Gratuity being phased out[1] (i.e., grandfathering")	-	-.-	-	-.-	2	2.8	4	5.5	6	8.1	9	12.2	9	13.0
Other Limitations[1] (i.e.,dollar "cap")	-	-.-	-	-.-	4	5.6	6	8.2	10	13.5	11	14.9	12	17.4
Min. Service Req'd.														
1-5 yr.[2]	34	46.6	31	42.5	30	41.7	29	39.7	30	40.5	30	40.5	27	39.1
6-10 yr.	35	47.9	39	53.4	39	54.2	41	56.2	41	55.4	42	56.8	40	58.0
11-15 yr.	3	4.1	2	2.7	2	2.8	2	2.7	2	2.7	2	2.7	2	2.9
16-20 yr.	1	1.4	1	1.4	1	1.4	1	1.4	1	1.4	0	0.0	0	0.0
21-25 yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Secondary Agreements on File	76		76		75		76		76		76		67	
Provision	73	100.0	74	100.0	73	100.0	74	100.0	73	100.0	73	100.0	64	100.0
Gratuity being phased out	-	-.-	-	-.-	2	2.7	2	2.7	3	4.1	3	4.1	2	3.1
Other limitations	-	-.-	-	-.-	4	5.5	7	9.5	8	11.0	7	9.6	9	10.9
Min. Service Req'd.														
1-5 yr.	45	61.7	32	43.8	31	42.5	31	41.9	30	41.1	29	39.7	26	40.6
6-10 yr.	24	32.9	38	52.1	39	53.4	40	54.1	40	54.8	42	57.5	36	56.3
11-15 yr.	2	2.7	2	2.7	2	2.7	2	2.7	2	2.7	2	2.7	2	3.1
16-20 yr.	2	2.7	1	1.4	1	1.4	1	1.4	1	1.4	0	0.0	0	0.0
21-25 yr.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Table 5.6 (Cont'd)

Retirement Gratuity	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
RCSS Agreements on File	48		48		48		48		48		48		48	
Provision	44	100.0	44	100.0	44	100.0	43	100.0	43	100.0	43	100.0	43	100.0
Gratuity being phased out	-	-.-	-	-.-	2	4.5	3	7.0	4	9.3	5	11.6	5	11.6
Other Limitations	-	-.-	-	-.-	11	25.0	10	23.3	10	23.3	10	23.3	10	23.3
Min. Service Req'd.														
1-5 yr.	16	36.4	10	22.7	11	25.0	11	25.6	11	25.6	11	25.6	11	25.6
6-10 yr.	19	43.2	25	56.8	26	59.1	25	58.1	25	58.1	25	58.1	24	55.8
11-15 yr.	3	6.8	4	9.1	3	6.8	3	7.0	4	9.3	4	9.3	5	11.6
16-20 yr.	5	11.4	4	9.1	3	6.8	3	7.0	3	7.0	3	7.0	3	7.0
21-25 yr.	1	2.3	1	2.3	1	2.3	1	2.3	0	0.0	0	0.0	0	0.0
Total Agreements on File	200		200		199		200		200		200		187	
Provision	190	100.0	191	100.0	189	100.0	190	100.0	190	100.0	190	100.0	176	100.0
Gratuity being phased out	-	-.-	-	-.-	6	3.2	9	4.7	13	6.8	17	8.9	16	9.1
Other Limitations	-	-.-	-	-.-	19	10.1	23	12.1	28	14.7	28	14.7	29	16.5
Min. Service Req'd.														
1-5 yr.	95	50.0	73	38.4	72	38.1	71	37.4	71	37.4	70	36.8	64	36.4
6-10 yr.	78	41.1	102	53.7	104	55.0	106	55.8	106	55.8	109	57.4	100	56.8
11-15 yr.	8	4.2	8	4.2	7	3.7	7	3.7	8	4.2	8	4.2	9	5.1
16-20 yr.	8	4.2	6	3.2	5	2.6	5	2.6	5	2.6	3	1.6	3	1.7
21-25 yr.	1	0.5	1	0.5	1	0.5	1	0.5	0	0.0	0	0.0	0	0.0

Note

[1]These provisions were not analyzed in 1975-76 and 1976-77.

[2]Includes agreements that do no specify minimum required service.

Table 6.1 Leave Provisions, 1975-1982

Leave Provisions	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
Sabbatical	63	82.9	66	86.8	64	84.2	64	84.2	64	84.2	64	84.2	60	83.3
Extended Leave of Absence	44	57.9	46	60.5	47	61.8	50	65.8	54	71.1	56	73.7	53	73.6
Long-Term Leave for Branch Affiliate Official/Rep.	8	10.5	11	14.5	16	21.1	18	23.7	26	34.2	28	36.8	30	41.7
Short-Term Leave for Federation Business	13	17.1	16	21.1	16	21.1	19	25.0	21	27.6	24	31.6	28	38.9
Negotiations	3	3.9	4	5.3	12	15.8	12	15.8	12	15.8	13	17.1	15	20.8
Maternity	43	56.6	50	65.8	51	67.1	57	75.0	59	77.6	61	80.3	59	81.9
Adoption	45	59.2	51	67.1	55	72.4	60	78.9	62	81.6	64	84.2	62	86.1
Paternity	6	7.9	10	13.2	14	18.4	19	25.0	28	36.8	30	39.5	32	44.4
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
Sabbatical	67	88.2	69	90.8	65	86.7	66	86.8	67	88.2	68	89.5	60	89.6
Extended Leave of Absence	43	56.6	49	64.5	50	66.7	53	69.7	56	73.7	58	76.3	53	79.1
Long-Term Leave for Branch Affiliate Official/Rep.	13	17.1	15	19.7	17	22.7	28	36.8	33	43.4	37	48.7	39	58.2
Short-Term Leave for Federation Business	13	17.1	13	17.1	15	20.0	20	26.3	22	28.9	27	35.5	26	38.8
Negotiations	10	13.2	10	13.2	10	13.3	13	17.1	15	19.7	17	22.4	19	28.4
Maternity	35	46.1	43	56.6	46	61.3	48	63.2	48	63.2	49	64.5	46	68.7
Adoption	41	53.9	44	57.9	47	62.7	50	65.8	54	71.1	59	77.6	57	85.1
Paternity	6	7.9	9	11.8	14	18.7	19	25.0	24	31.6	27	35.5	28	41.8

Table 6.1 (Cont'd.)

Leave Provisions	1975-76 No.	1975-76 %	1976-77 No.	1976-77 %	1977-78 No.	1977-78 %	1978-79 No.	1978-79 %	1979-80 No.	1979-80 %	1980-81 No.	1980-81 %	1981-82 No.	1981-82 %
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
Sabbatical	39	81.3	39	81.3	40	83.3	40	83.3	40	83.3	41	85.4	42	87.5
Extended Leave of Absence	21	43.8	21	43.8	21	43.8	23	47.9	30	62.5	31	64.6	34	70.8
Long-Term Leave for Branch Affiliate Official/Rep.	3	6.3	5	10.4	6	12.5	6	12.5	10	20.8	10	20.8	16	33.3
Short-Term Leave for Federation Business	21	43.8	23	47.9	25	52.1	26	54.2	27	56.3	27	56.3	29	60.4
Negotiations	2	4.2	3	6.3	4	8.3	4	8.3	5	10.4	5	10.4	8	16.7
Maternity	23	47.9	28	58.3	29	60.4	31	64.6	31	64.6	34	70.8	36	75.0
Adoption	22	45.8	25	52.1	31	64.6	35	72.9	38	79.2	42	87.5	43	89.6
Paternity	21	43.8	23	47.9	25	52.1	28	58.3	32	66.7	35	72.9	39	81.3
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
Sabbatical	169	84.5	174	87.0	169	84.9	170	85.0	171	85.5	173	86.5	162	86.6
Extended Leave of Absence	108	54.0	116	58.0	118	59.3	126	63.0	140	70.0	145	72.5	140	74.9
Long-Term Leave for Branch Affiliate Official/Rep.	24	12.0	31	15.5	39	19.6	52	26.0	69	34.5	75	37.5	85	45.5
Short-Term Leave for Federation Business	47	23.5	52	26.0	36	28.1	65	32.5	70	35.0	78	39.0	83	44.4
Negotiations	15	7.5	17	8.5	26	13.1	29	14.5	32	16.0	35	17.5	42	22.5
Maternity	101	50.5	121	60.5	126	63.3	136	68.0	138	69.0	144	72.0	141	75.4
Adoption	108	54.0	120	60.0	133	66.8	145	72.5	154	77.0	165	82.5	162	86.6
Paternity	33	16.5	42	21.0	53	26.6	66	33.0	84	42.0	92	46.0	99	52.9

Notes

1. Long-term leave for branch affiliate official/representative is defined as 6 or more days.
2. Maternity leave - beyond provisions of Employment Standards Act.

Table 7.1 Class Size Provision, 1975-1982

Class size	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
Mandatory	5	6.6	6	7.9	6	7.9	6	7.9	9	11.8	9	11.8	9	12.5
Guideline	7	9.2	10	13.2	13	17.1	13	17.1	14	18.4	14	18.4	12	16.7
Sub-total	12	15.8	16	21.1	19	25.0	19	25.0	23	30.2	23	30.2	21	29.2
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
Mandatory	6	7.9	7	9.2	7	9.3	8	10.5	8	10.5	10	13.2	10	14.9
Guideline	9	11.8	10	13.2	16	21.3	17	22.4	17	22.4	16	21.1	15	22.4
Sub-total	15	19.7	17	22.4	23	30.7	25	32.9	25	32.9	26	34.3	25	37.3
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
Mandatory	2	4.2	1	2.1	2	4.2	2	4.2	5	10.4	5	10.4	6	12.5
Guideline	3	6.3	3	6.3	4	8.3	4	8.3	5	10.4	5	10.4	5	10.4
Sub-total	5	10.4	4	8.3	6	12.5	6	12.5	10	20.8	10	20.8	11	22.9
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
Mandatory	13	6.5	14	7.0	15	7.5	16	8.0	22	11.0	24	12.0	25	13.4
Guideline	19	9.5	23	11.5	33	16.6	34	17.0	36	18.0	35	17.5	32	17.1
Total	32	16.0	37	18.5	48	24.1	50	25.0	58	29.0	59	29.5	57	30.5

Table 7.2 Pupil-Teacher Ratio Provision, 1975-1982

Pupil-Teacher Ratio	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
Mandatory	15	19.7	24	31.6	28	36.8	30	39.5	33	43.4	33	43.4	34	47.2
Guideline	2	2.6	0	0.0	0	0.0	0	0.0	2	2.6	2	2.6	1	1.4
Sub-total	17	22.4	24	31.6	28	36.8	30	39.5	35	46.0	35	46.0	35	48.6
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
Mandatory	23	30.3	32	42.1	37	49.3	42	55.3	43	56.6	46	60.5	42	62.7
Guideline	1	1.3	0	0.0	2	2.7	2	2.6	3	3.9	4	5.3	4	6.0
Sub-total	24	31.6	32	42.1	39	52.0	44	57.9	46	60.5	50	65.8	46	68.7
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
Mandatory	4	8.3	5	10.4	5	10.4	5	10.4	8	16.7	10	20.8	12	25.0
Guideline	1	2.1	4	8.3	5	10.4	7	14.6	6	12.5	5	10.4	3	6.3
Sub-total	5	10.4	9	18.8	10	20.8	12	25.0	14	29.2	15	31.2	15	31.3
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
Mandatory	42	21.0	61	30.5	70	35.2	77	38.5	84	42.0	89	44.5	88	47.1
Guideline	4	2.0	4	2.0	7	3.5	9	4.5	11	5.5	11	5.5	8	4.3
Total	46	23.0	65	32.5	77	38.7	86	43.0	95	47.5	100	50.0	96	51.4

Table 7.3 Teacher Workload Provisions, 1975-1982

Workload Provision	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	76	100.0	72	100.0
Instructional load:														
Teachers	11	14.5	11	14.5	16	21.1	16	21.1	16	21.1	16	21.1	19	26.4
Vice-principals	6	7.9	8	10.5	12	15.8	12	15.8	13	17.1	15	19.7	14	19.4
Principals	8	10.5	11	14.5	14	18.4	14	18.4	15	19.7	16	21.1	17	23.6
Other positions of responsibility[1]	-	-.-	-	-.-	4	5.3	4	5.4	5	6.6	6	7.9	8	11.1
Noon-time supervision[1]	-	-.-	-	-.-	24	31.6	25	32.9	25	32.9	26	34.2	29	40.3
Secondary Agreements on File	76	100.0	76	100.0	75	100.0	76	100.0	76	100.0	76	100.0	67	100.0
Instructional load:														
Teachers	27	35.5	32	42.1	34	45.3	39	51.3	41	53.9	42	55.3	43	64.2
Vice-principals	1	1.3	2	2.6	3	4.0	3	3.9	3	3.9	3	3.9	4	6.0
Principals	1	1.3	2	2.6	3	4.0	3	3.9	3	3.9	3	3.9	2	3.0
Other positions of responsibility	-	-.-	-	-.-	17	22.7	23	30.3	25	32.9	29	38.2	32	47.8
Noon-time supervision	-	-.-	-	-.-	1	1.3	1	1.3	4	5.3	4	5.3	3	4.5
RCSS Agreements on File	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0	48	100.0
Instructional load:														
Teachers	1	2.1	2	4.2	1	2.1	1	2.1	2	4.2	5	10.4	7	14.6
Vice-principals	6	12.5	7	14.6	9	18.8	9	18.8	9	18.8	8	16.7	10	20.8
Principals	9	18.8	11	22.9	14	29.2	14	29.2	14	29.2	14	29.2	15	31.3
Other positions of responsibility	-	-.-	-	-.-	2	4.2	3	6.3	4	8.3	3	6.3	4	8.3
Noon-time supervision	-	-.-	-	-.-	9	18.8	8	16.7	9	18.8	10	20.8	12	25.0

Table 7.3 (Cont'd.)

Workload Provision	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	200	100.0	200	100.0	199	100.0	200	100.0	200	100.0	200	100.0	187	100.0
Instructional load:														
Teachers	39	19.5	45	22.5	51	25.6	56	28.0	59	29.5	63	31.5	69	36.9
Vice-principals	13	6.5	17	8.5	24	12.1	24	12.0	25	12.5	26	13.0	28	15.0
Principals	18	9.0	24	12.0	31	15.6	31	15.5	32	16.0	33	16.5	34	18.2
Other positions of responsibility	-	-.-	-	-.-	23	11.6	30	15.0	34	17.0	38	19.0	44	23.5
Noon-time supervision	-	-.-	-	-.-	34	17.1	34	17.0	38	19.0	40	20.0	44	23.5

[1]These provisions were not analyzed by the ERC prior to 1977-78.

Table 7.4 Surplus/Redundancy Provisions, 1975-1982

Surplus/ Redundancy	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	76		76		76		76		76		76		72	
Provision	32	100.0	48	100.0	52	100.0	64	100.0	67	100.0	68	100.0	65	100.0
Factors Considered in Declaring Surplus/Redundancy														
Seniority	19	59.4	32	66.7	43	82.7	60	93.8	67	100.0	68	100.0	65	100.0
Type of Contract	-	-.-	-	-.-	30	57.7	48	75.0	52	77.6	52	76.5	50	76.9
Qualifications	-	-.-	-	-.-	42	80.8	57	89.1	63	94.0	65	95.6	62	95.4
Teaching Effectiveness	-	-.-	-	-.-	7	13.5	8	12.5	8	11.9	9	13.2	8	12.3
Accommodation of Teachers Prior to Being Declared Surplus/Redundant														
Priority Transfer	18	56.3	31	64.6	44	84.6	57	89.1	65	97.0	66	97.1	64	98.5
Displacement	3	9.4	2	4.2	10	19.2	21	32.8	30	44.8	31	45.6	30	46.2
Priority Relocation	-	-.-	-	-.-	10	19.2	12	18.8	14	20.9	17	25.0	16	24.6
Options Available to Surplus/ Redundant Teachers														
Sabbatical Leave	-	-.-	1	2.1	1	1.9	2	3.1	3	4.5	2	2.9	2	3.1
Retraining	-	-.-	9	18.8	10	19.2	12	18.8	7	10.4	7	10.3	8	12.3
Leave of Absence	-	-.-	1	2.1	8	15.4	9	14.1	6	9.0	7	10.3	7	10.8
Separation Allowance	-	-.-	17	35.4	18	34.6	23	35.9	30	44.6	30	44.1	31	47.7
Priority Recall	-	-.-	13	27.1	24	46.2	44	68.8	56	83.6	58	85.3	56	86.2

Table 7.4 (Cont'd.)

Surplus/ Redundancy	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Secondary Agreements on File	76		76		75		76		76		76		67	
Provision	51	100.0	56	100.0	58	100.0	66	100.0	72	100.0	74	100.0	65	100.0
Factors Considered in Declaring Surplus/Redundancy														
Seniority	39	78.0	46	82.1	52	89.7	61	92.4	66	91.7	70	94.6	63	96.9
Type of Contract	-	-.-	-	-.-	48	82.8	54	81.8	56	77.8	57	77.0	49	75.4
Qualifications	-	-.-	-	-.-	52	89.7	62	93.9	67	93.1	70	94.6	63	96.9
Teaching Effectiveness	-	-.-	-	-.-	15	25.9	24	36.4	23	31.9	21	28.4	18	27.7
Accommodation of Teachers Prior to Being Declared Surplus/Redundant														
Priority Transfer	40	78.4	47	83.9	51	87.9	59	89.4	66	91.7	68	91.9	62	95.4
Displacement	4	7.8	8	14.3	18	31.0	27	40.9	39	54.2	44	59.5	40	61.5
Priority Relocation	-	-.-	-	-.-	19	32.8	28	42.4	34	47.2	36	48.6	35	53.8
Options Available to Surplus/ Redundant Teachers														
Sabbatical Leave	-	-.-	6	10.7	4	6.9	7	10.6	8	11.1	8	10.8	8	12.3
Retraining	-	-.-	20	35.7	21	36.2	17	25.8	17	23.6	16	21.6	15	23.1
Leave of Absence	-	-.-	7	12.5	11	19.0	16	24.2	17	23.6	19	25.7	20	30.8
Separation Allowance	-	-.-	27	48.2	26	44.8	32	48.5	39	54.2	43	58.1	39	60.0
Priority Recall	-	-.-	23	41.1	24	41.4	43	65.2	55	76.4	60	81.1	55	84.6

Table 7.4 (Cont'd.)

Surplus/ Redundancy	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
RCSS Agreements on File	48		48		48		48		48		48		48	
Provision	18	100.0	32	100.0	42	100.0	46	100.0	46	100.0	48	100.0	48	100.0
Factors Considered in Declaring Surplus/Redundancy														
Seniority	17	94.4	31	96.9	41	97.6	44	95.7	45	97.8	47	97.9	48	100.0
Type of Contract	-	-.-	-	-.-	25	59.5	29	63.0	32	69.6	34	70.8	37	77.1
Qualifications	-	-.-	-	-.-	38	90.5	43	93.5	45	97.8	47	97.9	48	100.0
Teaching Effectiveness	-	-.-	-	-.-	12	28.6	14	30.4	17	37.0	18	37.5	16	33.3
Accommodation of Teachers Prior to Being Declared Surplus/Redundant														
Priority Transfer	5	27.8	14	43.8	20	47.6	21	45.7	38	82.6	41	85.4	42	87.5
Displacement	0	0.0	0	0.0	1	2.4	2	4.3	4	8.7	6	12.5	6	12.5
Priority Relocation	-	-.-	-	-.-	2	4.8	2	4.3	2	4.3	2	4.2	2	4.2
Options Available to Surplus/ Redundant Teachers														
Sabbatical Leave	-	-.-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Retraining	-	-.-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Leave of Absence	-	-.-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Separation Allowance	-	-.-	0	0.0	0	0.0	1	2.2	2	4.3	3	6.3	3	6.3
Priority Recall	-	-.-	14	43.8	25	59.5	36	78.3	42	91.3	44	91.7	45	93.8

Table 7.4 (Cont'd.)

Surplus/ Redundancy	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Agreements on File	200		200		199		200		200		200		187	
Provision	101	100.0	136	100.0	152	100.0	176	100.0	185	100.0	190	100.0	178	100.0
Factors Considered in Declaring Surplus/Redundancy														
Seniority	75	75.0	109	80.1	136	89.5	165	93.8	178	96.2	185	97.4	176	98.9
Type of Contract	-	-.-	-	-.-	103	67.8	131	74.4	140	75.7	143	75.3	136	76.4
Qualifications	-	-.-	-	-.-	132	86.8	162	92.0	175	94.6	182	95.8	173	97.2
Teaching Effectiveness	-	-.-	-	-.-	34	22.4	46	26.1	48	25.9	48	25.3	42	23.2
Accommodation of Teachers Prior to Being Declared Surplus/Redundant														
Priority Transfer	63	62.4	92	67.6	115	75.7	137	77.8	169	91.4	175	92.1	168	94.4
Displacement	7	6.9	10	7.4	29	19.1	50	28.4	73	39.5	81	42.6	76	42.7
Priority Relocation	-	-.-	-	-.-	31	20.4	42	23.9	50	27.0	55	28.9	53	29.8
Options Available to Surplus/ Redundant Teachers														
Sabbatical Leave	-	-.-	7	5.1	5	3.3	9	5.1	11	5.9	10	5.3	10	5.6
Retraining	-	-.-	29	21.3	31	20.4	29	16.5	24	13.0	23	12.1	23	13.0
Leave of Absence	-	-.-	8	5.9	19	12.5	25	14.2	23	12.4	26	13.7	27	15.3
Separation Allowance	-	-.-	44	32.4	44	28.9	56	31.8	71	38.4	76	40.0	73	41.0
Priority Recall	-	-.-	50	36.8	73	48.0	123	69.9	153	82.7	162	85.3	156	87.6

Notes

1. - Data not available for some years.

Table 7.5 Surplus/Redundancy Provisions: Additional Options, 1975-1982

Surplus/ Redundancy	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Elementary Agreements on File	-	-.-	-	-.-	-	-.-	-	-.-	76		76		72	
Provision	-	-.-	-	-.-	-	-.-	-	-.-	67	100.0	68	100.0	65	100.0
Options:														
Early Retirement Incentive	-	-.-	-	-.-	-	-.-	-	-.-	3	4.5	5	7.4	9	13.9
Deferred Salary	-	-.-	-	-.-	-	-.-	-	-.-	17	25.4	26	38.2	38	58.5
Reduced Teaching	-	-.-	-	-.-	-	-.-	-	-.-	15	22.4	17	25.0	17	26.2
Priority Summer/ Night/Occasional/ Driver Teaching	-	-.-	-	-.-	-	-.-	-	-.-	3	4.5	3	4.4	2	3.1
Secondary Agreements on File	-	-.-	-	-.-	-	-.-	-	-.-	76		76		67	
Provision	-	-.-	-	-.-	-	-.-	-	-.-	72	100.0	74	100.0	65	100.0
Options:														
Early Retirement Incentive	-	-.-	-	-.-	-	-.-	-	-.-	9	12.5	15	20.3	19	29.2
Deferred Salary	-	-.-	-	-.-	-	-.-	-	-.-	35	48.6	51	69.9	49	75.4
Reduced Teaching	-	-.-	-	-.-	-	-.-	-	-.-	22	30.6	24	32.4	24	36.9
Priority Summer/ Night/Occasional/ Driver Teaching	-	-.-	-	-.-	-	-.-	-	-.-	23	31.9	25	33.8	24	36.9
RCSS Agreements on File	-	-.-	-	-.-	-	-.-	-	-.-	48		48		48	
Provision	-	-.-	-	-.-	-	-.-	-	-.-	46	100.0	48	100.0	48	100.0
Options:														
Early Retirement Incentive	-	-.-	-	-.-	-	-.-	-	-.-	1	2.2	1	2.1	2	4.2
Deferred Salary	-	-.-	-	-.-	-	-.-	-	-.-	1	2.2	6	12.5	21	43.8
Reduced Teaching	-	-.-	-	-.-	-	-.-	-	-.-	5	10.9	7	14.6	8	16.7
Priority Summer/ Night/Occasional/ Driver Teaching	-	-.-	-	-.-	-	-.-	-	-.-	0	0.0	0	0.0	0	0.0

Table 7.5 (Cont'd.)

Surplus/ Redundancy	1975-76 No.	%	1976-77 No.	%	1977-78 No.	%	1978-79 No.	%	1979-80 No.	%	1980-81 No.	%	1981-82 No.	%
Total Agreements on File	-	-.-	-	-.-	-	-.-	-	-.-	200		200		187	
Provision	-	-.-	-	-.-	-	-.-	-	-.-	185	100.0	190	100.0	177	100.0
Options:														
Early Retirement Incentive	-	-.-	-	-.-	-	-.-	-	-.-	13	7.0	21	11.1	30	17.0
Deferred Salary	-	-.-	-	-.-	-	-.-	-	-.-	53	28.7	83	43.7	108	61.0
Reduced Teaching	-	-.-	-	-.-	-	-.-	-	-.-	42	22.7	48	25.3	49	27.7
Priority Summer/ Night/Occasional/ Driving Teaching	-	-.-	-	-.-	-	-.-	-	-.-	26	14.1	28	14.7	26	14.7

Notes

1. Data not available for some years.